



POST*Scripts*

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Racial Profiling Train-the-Trainer to Begin

The Commission has approved a five-hour, mandated racial profiling curriculum and a regulation change that will require instructors to complete a 24-hour, Train-the-Trainer course prior to presenting the mandated curriculum. The Train-the-Trainer curriculum is being pilot tested in June 2002 in Los Angeles, San Diego, and Sacramento. The Museum of Tolerance will then schedule Train-the-Trainer courses throughout the State. Twenty presentations are planned between July 2002 and July 2003.

The five-hour, mandated racial profiling training is required of all law enforcement officers and must be completed by July 1, 2004. Following completion of this initial course, officers must complete a two-hour refresher course every five years. POST Bulletin 02-12 contains additional information about the five-hour, mandated curriculum and the Train-the-Trainer course. The bulletin can be found on the POST website at www.post.ca.gov/BULLETIN/Bulletins.htm.

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Racial Profiling... *continued*

POST sincerely appreciates and commends the efforts of all who were involved in creating the racial profiling training courses.

For information about hosting or attending the Train-the-Trainer course, contact Ms. Sunny Lee at 310.772.7613.

Background Investigation Update Progressing

POST is completing an extensive review and update of the *Peace Officer Background Investigation Manual*, *Guidelines for the Investigator* and the companion Personal History Statement (POST 2-251) form. Also included in this project is the development of a personal history statement form for public safety dispatchers. The peace officer application form revision and publication update are pending, awaiting review of recently-passed legislation. With Commission approval, POST expects to release the updated publication and provide electronic, fill-and-save versions of the forms early next year.

For more information, contact Personnel Selection Consultant Bill Dyer, Standards and Evaluation Services Bureau, at 916.227.4827 or by email at Bill.Dyer@post.ca.gov.

Dispatcher Telecourse Focuses on Ethics

The California POST Television Network (CPTN) has completed the third part of its ongoing series of telecourses designed specifically for public safety dispatchers. *Public Safety Dispatcher 2002: Meeting the Ethical Challenge* leads viewers to consider their ethical standards and also the expectations, values, principles, and standards that are particular to the dispatch profession.

The goals of the telecourse are to identify influences or cues that may affect an individual's ethical reasoning and decision-making, raise awareness of ethical issues and decisions that confront public safety dispatchers, and to promote discussion of issues, policies, and ethical standards at the agency level. There are four key segments – loyalty, responsibility, judgment, and courage – which can be viewed individually or together. Each segment presents unique challenges to ethical reasoning. At the end of each segment, viewers have the opportunity to review key elements and discuss, in greater detail, their agency's specific guidelines and standards for handling incidents similar to those depicted in the scenarios. Additional information related to professional ethics and standards for dispatchers and suggested discussion topics appear in a printed Reference Guide that was distributed to certified telecourse presenters.

The two-hour telecourse aired via satellite on CPTN in May 2002. POST launched the dispatcher telecourse series in March 2000 with its *Public Safety Dispatcher* telecourse, followed in October 2001 by *Public Safety Dispatcher II: Meeting the Professional Challenge*.

For more information, visit the CPTN website at www.post.ca.gov/cptn, or contact Senior Consultant Jody Buna, Training Program Services Bureau, at 916.227.4896 or by email at Jody.Buna@post.ca.gov.

Dispatcher Basic Course Updated

An Ad Hoc Committee comprised of dispatchers, Public Safety Dispatcher Basic Course instructors, and Master Instructor Development Program graduates has revised the 120-hour Public Safety Dispatcher Basic Course Training Specifications. Approved by the Commission in November 2001, the revisions include elimination of the EMS domain, the addition of a Workplace Communication domain, various changes to the training specifications throughout the course, and additional learning activities.

To standardize presentation of the course statewide, the committee also created a companion Facilitator's Guide which includes expanded course outlines, lesson plans, handouts, and audio-visual aids. The training specifications are effective July 1, 2002.

Each course coordinator and/or lead instructor is being asked to participate in a one-day training session between July and September to familiarize themselves with the new material, the Facilitator's Guide, and the procedure for obtaining a STARZ II Simulator from POST for use in the 120-hour course.

For more information, contact Senior Consultant Kate Singer, Basic Training Bureau, at 916.227.3935 or by email at Kate.Singer@post.ca.gov.

Strategic Plan Updated

The Commission approved, at its April 2002 meeting, a significantly revised POST Strategic Plan, after receiving input from more than 45 representatives of law enforcement, training institutions, and the public. POST Commissioners and Advisory Committee members also participated in this event.

Among the many proposals, the group recommended that POST delete 11 objectives that have been completed or implemented, modify 21 objectives, and add 25 new objectives. The new objectives reflect emerging needs of law enforcement related to POST's standards, training delivery, or services. An overarching recommendation was that POST should continue on its present course to "raise the bar" on its standards and services, which is thought to be critical in law enforcement's pursuit of professionalism.

POST staff has begun research and implementation activities for 70% of the 46 objectives. The Commission monitors implementation activities and routinely receives reports on major projects emanating from the Strategic Plan. The revised Strategic Plan will be available on the POST website after July 1, 2002.

For more information, contact Assistant Executive Director Hal Snow, Executive Office, at 916.227.2807 or by email at Hal.Snow@post.ca.gov.

Team Building Applications Accepted

For nearly 30 years, the Team Building Workshop program has provided specialized consultant services to assist the management team of a local agency with planning, problem solving, goal setting, or team building. These three-day workshops provide an opportunity for the participants to identify and focus on their agency's unique needs, away from distractions and interruptions.

POST accepts Team Building Workshops applications each year beginning May 1st and allocates workshops to POST agencies on a first-come, first-serve basis. Approximately 45 agencies receive POST-sponsored workshops each year. POST provisions for granting an urgency exemption allow an agency with a compelling need to benefit from the program. Follow-up surveys completed by agency executives have indicated participants believe positive changes will occur in their agencies as a result of their workshop participation.

For more information, contact Associate Analyst Kathy Hobson, Management Counseling Services Bureau, at 916.227.3911 or by email at Kathy.Hobson@post.ca.gov.

The CallBox Network is Here

In response to many requests from agencies, POST has created the "CallBox Network," a secure electronic bulletin board for dispatchers and records supervisors. Located within the POST Clearinghouse, this new service is managed by Library staff who will post articles relative to dispatch and records issues. POST believes this will be an important resource for the more than 14,000 regular dispatchers, reserve dispatchers, and records supervisors in the POST Program.

POST-affiliated dispatchers or records supervisors may gain access to the bulletin board by sending a request to clearinghouse@post.ca.gov. The request must include the applicant's full name, social security number and daytime telephone number, and the employing agency's name and telephone number. This information will be used only to verify the applicant's active-duty status.

For more information, please visit <http://www.post.ca.gov/Chouse/flagship/callbox.htm>.

Card Catalog Available Online

In May, the POST Library Card Catalog became accessible on the POST website. This is a step toward achieving Strategic Plan Objective C-3 to provide access to the POST Library electronic card catalog via the Internet.

This new service provides law enforcement with a 24-hour, seven-day-a-week access to the POST Library Card Catalog through an Internet connection. The catalog is comprised of three databases: books, journal/magazine articles, and Command College abstracts. The book database contains about 5,000 entries that are searchable by author, title, and subject. While the main focus is on law enforcement, there are books on business, management,

and training. The journal and magazine database indexes almost 40,000 articles on the topics of law enforcement, dispatching, records management, human resources, psychology, and physical fitness. These articles range in time from the late 1950s to the present. The Command College database has abstracts for all futures-oriented projects through class 27.

The National Criminal Justice Reference Center (NCJRS), United States Department of Justice, provided POST with a favorable, two-page overview of their review. NCJRS has also established a direct link to the California POST Library website from their website.

For more information, visit the POST website at www.post.ca.gov and click on the Clearinghouse/Library link.

LEOKA Committee Revises Survey Instruments

For the last 20 years, POST has published the *Law Enforcement Officers Killed and Assaulted in the Line of Duty* (LEOKA) study. Each report covers a five-year period. The next study will include incidents from 2000-2004.

The LEOKA committee has revised two survey instruments used to collect data, making the surveys more contemporary and user-friendly. Agencies that lost an officer(s) during 2000 or 2001 were sent a revised survey at the end of May.

The committee will study all incidents that have occurred over the last 20 years to identify trends that may not have been apparent in the individual five-year studies. Committee members will also review the four past studies and meet in November 2002 to discuss their findings.

For more information, contact Bureau Chief Bud Lewallen, Basic Training Bureau, at 916.227.4261 or by email at Bud.Lewallen@post.ca.gov.

New Specialized- Training Instructor Requirements

The Commission has established training requirements, effective July 1, 2002, for instructors who teach in 16 specialty or high-liability courses. The regulations represent another step toward the goal of ensuring quality instruction in POST-certified courses. Specifically, changes or additions to Commission Regulations 1001, 1052, 1053, 1055, 1070, 1071, and 1082 will provide definitions and establish minimum training requirements for academy directors and coordinators, recruit training officers, and instructors of designated specialized training courses.

Regional Consultants in the Training Delivery Bureau are available to help each presenter implement these new requirements with minimal disruption of scheduled training courses and activities.

POST Bulletin 02-14, "Training Requirements for Instructors of Designated Specialized

continued

New Specialized-Training... *continued*

Training Courses,” summarizes the training requirements. The bulletin was distributed to presenters and law enforcement agencies statewide and can be accessed online at <http://www.post.ca.gov/BULLETIN/Bulletins.htm>.

For more information, contact your appropriate Training Delivery Bureau Regional Consultant or the Training Delivery Bureau at 916. 227.4862.

Coordinators’ Workshop Assists Presenters

In an effort to provide better service to the 782 POST-certified training presenters, staff maintains a database of all certified courses. Most of these courses are presented multiple times during the year, resulting in more than 30,000 individual class presentations throughout the State.

The Training Delivery Bureau continues to present a 16-hour training seminar for individuals who present and administer POST-certified training courses. The seminar is designed to provide practical training concerning the responsibilities of the course administrator. The curriculum is highly interactive, utilizing contemporary learning techniques which require continuous student participation. Seminar topics include training needs assessment, and course certification and presentation. Also included are the procedures and paperwork required prior to, during, and after a course has been approved, certified, and presented. Additionally, the course includes information about new or relevant POST programs, procedures, and regulations, e.g., the Perishable Skills Program and the Instructor Certification Program.

This seminar is offered approximately every six weeks. A presentation held in the Los Angeles area drew more than 40 training managers and course presenters. A real benefit of these seminars for POST is a reduced error rate for course certification requests and course rosters. This means faster processing and response by POST and less work for law enforcement and course presenters.

For more information, contact either Senior Consultant Steve Chaney or Course Control Manager Paula Mendenhall in the Training Delivery Bureau. They can be reached at, respectively, 916.227.0472 or 916.227.4866 or by email at Steve.Chaney@post.ca.gov or Paula.Mendenhall@post.ca.gov.

Course Quality Program Completes Second Year

The Course Quality Assessment Program (CQAP) is nearing completion of its second year of operation. The CQAP assesses the delivery of training by approved presenters through the use of course audits. This includes assessing administrative components, instruction and delivery, and student input. The goal of the program is to ensure that approved training courses consistently meet legal standards, address management and public concerns, reflect sensitivity to cultural and gender issues, and incorporate appropriate field tactics. The program also emphasizes providing constructive feedback to course presenters.

During the first year of the program (FY 2000-01), course audits focused on monitoring

perishable skills and other training that involves areas of high liability to law enforcement. During the second year of operation, the audit focus expanded to assess other areas of training. In addition, scheduled audits now occur based on requests by training presenters and by members of POST staff. Frequently, these requests are designed to either address specific issues or to assess whether subject matter meets contemporary needs.

CQAP auditors are members of POST staff and have extensive law enforcement experience. Each auditor works part-time, averaging 60 hours of work per month attending POST training courses and completing required reports which may include recommended improvements.

With nearly two years of operation, the experience gained, and the information and feedback received to date indicate that, overall, the program has performed as expected. The program has also proven to be a sound way to validate and assist in improving the quality of law enforcement training programs.

For more information, contact Bureau Chief Alan Deal, Executive Office, at 916.227.2085 or by email at Alan.Deal@post.ca.gov.

Orange County Builds New Coroners' Training Facility

POST staff attended a "Beam Setting Ceremony" for construction of a state-of-the-art, statewide coroner training facility being built in Santa Ana by Orange County Sheriff Michael Corona. This 52,629 square foot training facility will provide office space for investigators, pathologists, and staff. The facility includes autopsy areas as well as five classrooms equipped with modern audio/visual equipment. The classrooms will be used for both scenario and hands-on instruction, employing adult learning techniques. Additionally, staff will be able to recreate crime scenes where trainees will be able practice techniques they have learned.

This facility will be especially valuable for providing effective training in this important function to deputy sheriffs who serve as coroners. POST shares Orange County Sheriff's Department's excitement about the expanded training potential this new facility presents.

In a related effort, POST staff is working with Orange County Sheriff's training staff and their Chief Coroner to update the Basic Coroners' Course. The Orange County Sheriff's Department has been the POST-certified course presenter for the Basic Coroners' Course since July 7, 1989.

For more information, contact the Orange County Sheriff's Department Coroner Division at 714.647.7400.

Would You Like to Become a POST Consultant?

If you are considering making a law enforcement career change, POST is recruiting qualified, experienced peace officers to serve as law enforcement consultants. Continuous testing is available for permanent, full-time positions in Sacramento.

- Law Enforcement Consultant II - Minimum qualifications are two years at the level of Lieutenant or above in law enforcement, and a bachelor's degree or higher awarded by an accredited college/university. Salary range: \$6,485 to \$7,151 monthly, plus all benefits given to State of California employees.
- Law Enforcement Consultant I - Minimum qualifications are two years at the level of Sergeant in law enforcement, with full-time responsibilities in the area of program research and development, personnel and/or training program development, and a bachelor's degree or higher awarded by an accredited college/university. Salary range: \$4,777 to \$5,764 monthly, plus all benefits given to State of California employees.

To apply for either position, send a completed State application form (Std. 678) to POST. To qualify, candidates must compete in a civil service examination which consists of a qualifications appraisal interview and a written essay. The application form is available online at www.spb.ca.gov; the examination bulletin is available online at www.post.ca.gov/POST/post.htm.

For more information, contact Associate Personnel Analyst Elbia Jue at 916.227.3927 or by email at Elbia.Jue@post.ca.gov. Or, contact Personnel Services Specialist Marylin Heald at 916.227.3934 or by email at Marilyn.Heald@post.ca.gov.

Legislation of Interest

Information about bills which may affect POST and the California law enforcement community, including terrorism-related bills, can be found at http://www.post.ca.gov/Chouse/leg/leg_page.htm. In addition, the full text of all California bills, resolutions, constitutional amendments, and their status, history, votes, analyses, and veto messages can be found at www.leginfo.ca.gov.

AB 74 (Washington) Interception of Communication: As amended, this bill moves the sunset on State wiretap laws to 2008 and expands the use of electronic communication in the investigation of terrorist activities. It does not include roving wiretaps. The bill expands the existing mandate for POST to develop training that addresses the interception of electronic communication.

• **Commission Position:** Neutral • **Status:** Senate Appropriations Committee

AB 155 (Lowenthal) Commission on Peace Officer Standards and Training: Existing law provides that the Commission on Peace Officer Standards and Training consists of 14 members appointed by the Governor. Four members are peace officers of the rank of

sergeant or below. This bill would increase the size of the Commission to 15 members appointed by the Governor by adding one additional member from the rank of sergeant or below.

• **Commission Position:** Neutral • **Status:** Two-Year Bill, Senate Public Safety Committee

AB 882 (Cedillo) Peace Officers: This bill would provide that persons found or adjudged guilty of a felony, and persons adjudged or found guilty of an offense punishable as a felony or misdemeanor if either (1) the sentence imposes punishment other than imprisonment in the state prison, or (2) the court grants probation without imposition of sentence and declares the offense to be a misdemeanor, are prohibited from holding office or being employed as a peace officer. This bill would eliminate the Commission's power to withdraw or revoke certificates. It would limit the Commission's authority to cancel certificates to those situations in which a certificate was obtained as the result of misrepresentation, fraud, or an administrative error. It would also prohibit the Commission from following existing regulations for the revocation or withdrawal of certificates and from issuing any new regulations that provide for the revocation or withdrawal of certificates. This bill would establish that certificates issued by the Commission shall be considered professional certificates. It would require the Commission to enter a notation in the Commission's training record whenever a person holding a certificate is determined to be disqualified from holding office or being employed as a peace officer on the grounds of having committed a specified offense. It would also require the law enforcement agency that employs, or formerly employed a person who is required to hold a certificate, or the law enforcement agency that investigates an offense to notify the Commission of a felony conviction within 30 days of the conclusion of the proceedings. The bill would authorize the Commission to reinstate a person's certificate in the event a conviction of the offense requiring ineligibility is subsequently overturned or reversed by the action of a court of competent jurisdiction.

• **Commission Position:** Neutral • **Status:** Two-Year Bill, Senate Public Safety Committee

AB 1339 (Keeley) School Security Training: Peace Officers and Security Guards:

Existing law requires any school peace officer employed by a K-12 public school district, or a community college district, to complete a prescribed course of training, as specified. This bill would, in addition, require a peace officer assigned primarily to K-12 or community college campus, who works less than 20 hours per week, to complete that prescribed course of training, as specified.

• **Commission Position:** Neutral • **Status:** Dead

AB 2099 (Diaz) Peace Officers: Antiterrorism Training: Grant Program: Establishes a Department of Justice grant program for peace officer training in anti-terrorism, and grants in support of acquiring necessary equipment to that end, as specified. Urgency bill/blank appropriation.

• **Commission Position:** Oppose, unless amended • **Status:** Assembly Public Safety Committee

AB 2486 (Keeley) Environmental Prosecution: This bill amends Penal Code sections 14300 et. seq., Local Environmental Enforcement and Training Programs, and provides a funding source that comes from public and private contributions, and from proceeds from state or federal judgments of hazardous materials cases. These funds go into the Hazardous Materials Enforcement and Training Account. Once the fund reaches the triggering amount of \$100,000, the Director of Toxic Substance Control is authorized to award funds to public and private nonprofit organizations to establish statewide hazardous materials enforcement education and training programs for peace officers, local public health officers, and public prosecutors. Fifty-percent of the funds go to the Director of Toxic Substance Control for awards (as described above) and 50% of the funds go to the Commission on Peace Officer Standards and Training (POST). POST is required to develop training for local and state peace officers who investigate violations of state and local hazardous materials laws.

• **Commission Position:** Support • **Status:** Senate Appropriations Committee

SB 173 (Poochigian) Peace Officers: Reserve Officer Training: Existing law requires the Commission on Peace Officer Standards and Training to annually allocate from the Peace Officers' Training Fund to each city, county, and district, as specified, for training expenses of full-time regularly paid employees of eligible agencies from the city, county, or district. This bill additionally would include reserve officers as persons to whom these training expenses apply.

• **Commission Position:** Oppose • **Status:** In Senate - Inactive File

SB 911 (Alarcon) Tribal Justice: This bill would state the Legislature's findings and declarations with respect to crime and law enforcement within Indian country. This bill would require that all law enforcement officers in the state receive training regarding tribal issues by taking courses on tribal issues developed by the Commission on Peace Officer Standards and Training in collaboration with various state agencies that deal with tribal issues.

• **Commission Position:** Oppose, unless amended • **Status:** Dead

SB 1211 (Romero) Peace Officers: Interrogations: This bill would provide that, except as provided, where a peace officer has questioned a suspect who is in custody after that suspect has invoked his or her right to remain silent or right to have an attorney present, the suspect's statement and evidence derived from that statement would not be admissible into evidence or otherwise used by the prosecution for any purpose at the suspect's preliminary hearing, grand jury proceeding, trial, or sentencing.

• **Commission Position:** Neutral • **Status:** In Assembly - Inactive File

SB 1252 (Alarcon) Attorney General: Tribal Justice Task Force: This bill creates the Office of Native Affairs as an office of the Attorney General, and describes the role of the proposed office. It provides for a 14-member task force of tribal representatives and state representatives to promote cooperation between the State and the tribal judicial system. The bill requires the Legislature to issue a report, within one year of the bill's enactment, on retrocession and guidelines for response to requests for retrocession. The bill also adds an unfunded mandate that POST develop a course of training for city police officers, deputy sheriffs, and supervisors who are regularly assigned to a service area that includes Indian country. Training must be completed prior to January 1, 2005, or within one year of assignment to such a service area.

• **Commission Position:** Oppose, unless amended • **Status:** Senate Appropriations Committee—Suspense file

SB 1350 (McPherson & Burton) Emergency Services: Terrorism: Requires the Office of Emergency Services to develop specified training relative to terrorism awareness and response and requires categories of personnel identified by the OES to complete the training. This bill also requires the Commission on Peace Officer Standards and Training to develop a specified course of instruction on the responsibilities of first responders to terrorism incidents and would require specified local agency and other peace officers to complete the training. Has blank appropriation and urgency clause.

• **Commission Position:** Support • **Status:** Assembly Governmental Organization Committee

SB 1902 (Moneith) Child Abduction Investigator: This bill would create the peace officer classification of child abduction investigator by adding Penal Code Section 830.35 (d). It also establishes a training mandate on these investigators to complete a specialized investigators' basic course approved by the Commission on Peace Officer Standards and Training (POST) by amending Penal Code Section 832.25. The bill may also contain costs to local government mandated by the State.

• **Commission Position:** Oppose, unless feasibility study • **Status:** In Senate

**CPTN
Broadcast
Dates**



Date	Topic
July 11, 2002–10:00a	Case Law Today
July 18, 2002–10:00a	Dispatcher 2002: Becoming Culturally Competent
July 25, 2002–10:00a	Cultural Competency

• Additional CPTN information is available online at
www.post.ca.gov/cptn

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(916) 227.4856
Diana.Vessels@post.ca.gov

EDITOR
Patricia Cassidy

DESIGN & LAYOUT
Nancy Lewis
Vincent Pascual

COMMISSIONERS:

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**Commission
Meeting
Dates**

Date	Location
July 17, 2002	Burlingame, Hyatt Regency
November 21, 2002	Monterey, Hyatt Regency
January 30, 2003	Sacramento, Embassy Suites
April 17, 2003	Monterey, Beach Resort

**POST
Directory**

General Information

916.227.3909
fax 916.227.3895
www.post.ca.gov

Active Legislation

916.227.2085
Alan.Deal@post.ca.gov

**California POST
Television Network**
800.441.POST

Clearinghouse

916.227.3204
fax 916.227.5271
clearinghouse@post.ca.gov

Library

916.227.4852 • 227.4837
fax 916.227.5271
library@post.ca.gov

Multimedia Training Program

877.ASK.LTRC
askltrc@post.ca.gov

CA Commission on
Peace Officer Standards
and Training (POST)
1601 Alhambra Boulevard
Sacramento, CA 95816-7083

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